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### **Summary**

**Full-time neutral in arbitration, mediation, and fact-finding in labor and employment disputes and commercial disputes.**

#### **EDUCATION:**

- B.S. in Business Management from Kansas State Teachers College
- Graduate Study in Business at the University of Tulsa
- Employment Mediation – W.J. Usery for the Workplace
- Labor Arbitration – Federal Mediation and Conciliation Service Institute
- National Academy of Arbitrators – Advanced Advocates Training
- Michigan State University – Advanced Arbitration Training
- Advanced Employment law – W.J. Usery for the Workplace
- Cornell University – The Alliance – Employment Mediation Training – 2003
- Harvard University – Program for Lawyers – Mediation Workshop- 1992

#### **LABOR ARBITRATION PANLES**

- National Mediation Board
- Federal Mediation and Conciliation Service
- Coal Arbitration Service

#### **PROFESSIONAL ASSOCIATIONS**

- Labor and Employment Relation Association
- Association for Conflict Resolution
- Cornell University – The Alliance

#### **ARBITRATION EXPERIENCE**

- **Public Experience:** Counties, Municipalities, Correctional Facilities, Police, and Fire Department, Public Transpiration Services.
- **Private Sector:** Manufacturing including automotive parts, aerospace, defense electronics, paper and plastics manufacturing, home appliances, heavy construction, chemical processing, natural resources refining, food manufacturing and processing, beverage container manufacturing, hotel and restaurant, ship building, mining, aircraft manufacturing, rubber manufacturing, entertainment.

#### **ISSUES DECIDED**

- Arbitrability, Benefits, Mergers and Acquisition issues, Discharge, Discipline, Fitness and Ability, Jurisdictional Issues, Layoff and Recall, Management Rights, Overtime, Off Duty conduct, Seniority, Bidding, Subcontracting, Theft, Vacation accruals, Work scheduling.

#### **Employment Experience**

**Full- time Labor Arbitration/ Mediation – 2003**

**Independent business consultant – 2000 - 2001**

**Senior Vice President, Human Resources of Raytheon Company from 1994 to 2000,**

**Vice President of Human Resources for Phillips 66 from 1986 to 1994,**

**Administrative Manager, Plastics Division of Phillips 66 Company, in Pasadena, Texas, 1983 to 1986**

**Vice President of Administration and Business Promotions N.V. Phillips Petroleum in Brussels, Belgium, from 1980 to 1983.**

**Director of Labor Relations at the Exploration and Production Divisions in Teesside, England, and in Stavanger, Norway from 1977 to 1980. Director of Industrial Relations, Phillips Petroleum Company, 1967 to 1977**